

Anti-Bullying Policy

Our definition

We are committed to providing a caring, friendly and safe environment for all of our members so they can participate in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. Bullying is a repeated behaviour which is intended to hurt someone and it can occur in many ways; verbally, in writing or images, including through communication technology (cyber bullying) e.g.: graffiti, text messaging, e-mail or postings on websites. It can be done physically, financially (including damage to property) or through social isolation. Verbal bullying is the most common form. If bullying does occur, all members should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING club. This means that anyone who knows that bullying is happening is expected to tell the club welfare officer or any committee member.

What is bullying?

It is an intention to deliberately hurt another person either emotionally or physically and it can take many forms:

- Emotional - being unfriendly, excluding (emotionally and physically) sending hurtful text messages, tormenting, (e.g. hiding spikes/clothing, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing

Poplar Running Club has a responsibility to respond promptly and effectively to issues of bullying. The club aims to promote:

- Respect between individuals,
- Understanding of individual differences,
- Awareness and empathy for the feelings of others.

Objectives of this Policy:

- All committee members, coaches, run leaders and club members should have an understanding of what bullying is.
- All committee members, coaches and run leaders should know what the club policy is on bullying and follow it when bullying is reported.
- All club members should know what the club policy is on bullying, and what they should do if bullying arises.
- As a club we take bullying seriously. Club members should be assured that they would be supported when bullying is reported.
- Bullying will not be tolerated.

Procedures

- Officially report bullying incidents to the club welfare officer or a member of the committee via: info@poplar-rc.co.uk
- In cases of serious bullying, the incidents will be referred to UK: A for advice.
- If necessary and appropriate, police will be consulted.
- The bullying behaviour or threats of bullying would be investigated by members of the committee.
- An attempt would be made to help the bully (bullies) change their behaviour.
- If mediation fails and the bullying is seen to continue the club will initiate disciplinary action under the club constitution.
- Communication in relation to a case of bullying that has brought to the attention of the committee via the info@poplar-rc.co.uk mailbox, will be deleted after a period of 24 months.

Prevention:

- The club will have a written constitution, which includes what is acceptable and proper behaviour for all members of which the anti-bullying policy is one part.
- The club welfare officer will raise awareness about bullying and why it matters, and if issues of bullying arise in the club, will consider meeting with members to discuss the issue openly and constructively.